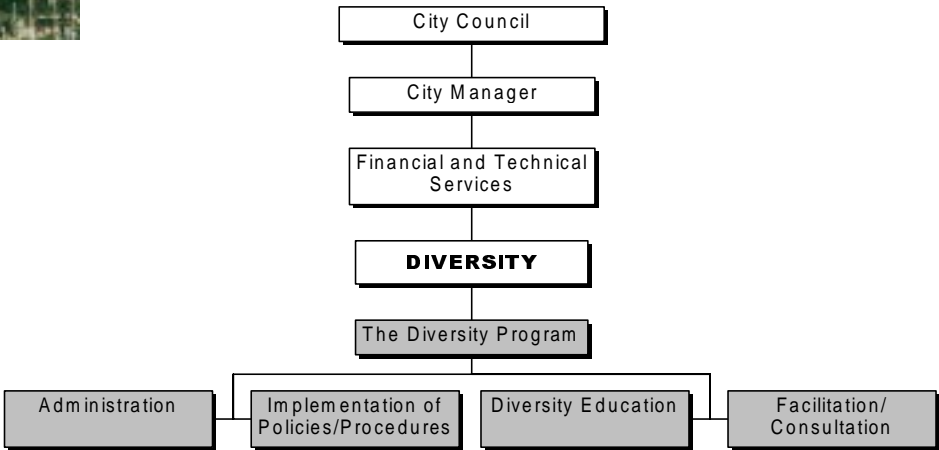


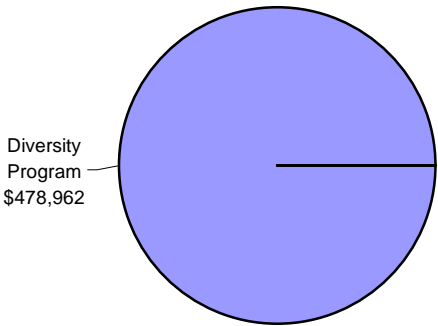


MISSION STATEMENT

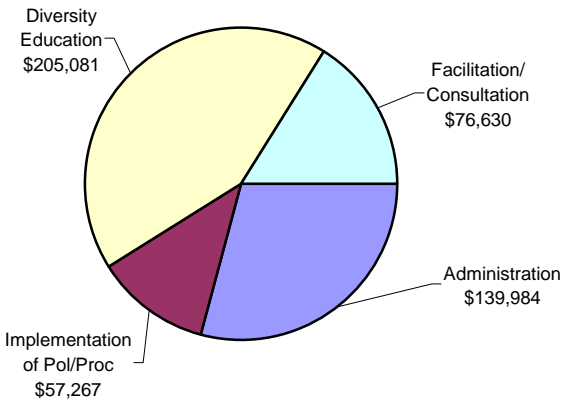
The goal of the City’s Diversity Commitment is to fully integrate the City’s Norms and Values into all daily operations, implement inclusive policies and procedures, expand Diversity educational opportunities for all City employees and foster a high performing workforce that is representative of the community we serve.



SOURCE OF FUNDS



ALLOCATION OF FUNDS



Diversity

DEPARTMENT SUMMARY*			
	FY 1997 ACTUAL	FY 1998 BUDGET	FY 1999 PROPOSED
Positions	0.00	3.50	3.50
Personnel Expense	\$ -	\$ 185,963	\$ 194,127
Non-Personnel Expense	-	284,243	284,835
TOTAL	\$ -	\$ 470,206	\$ 478,962

* For Fiscal Year 1997, the Diversity Program was reflected within Special Training.

	FY 1997 ACTUAL *	FY 1998 BUDGET	FY 1999 PROPOSED
DEPARTMENT STAFFING			
DIVERSITY INTERNAL SERVICE FUND			
Administration	0.00	1.00	1.00
Implementation of Policies/Procedures	0.00	0.50	0.50
Diversity Education	0.00	1.50	1.50
Facilitation/Consultation	0.00	0.50	0.50
TOTAL	0.00	3.50	3.50
DEPARTMENT EXPENDITURES			
DIVERSITY INTERNAL SERVICE FUND			
Administration	\$ -	\$ 136,367	\$ 139,984
Implementation of Policies/Procedures	-	56,200	57,267
Diversity Education	-	202,073	205,081
Facilitation/Consultation	-	75,566	76,630
TOTAL	\$ -	\$ 470,206	\$ 478,962

* For Fiscal Year 1997, the Diversity Program was reflected within Special Training.